

July 2005
Employee Newsletter



Advocate

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Laws to help with prison overcrowding effective Aug. 12



A package of legislation to help the Arkansas Department of Correction deal with prison overcrowding became effective Aug. 12.

The legislation, sponsored by Sen. Jim Luker, Rep. Will Bond and Rep. David Johnson, is designed to help slow the growth of the state's expanding inmate population and increasing incarceration costs.

Over the past 10 years the prison population has grown to more than 13,000 and ADC's operating expenditures have gone from \$103 million to \$209 million.

Included in the new legislation is a measure that allows some methampheta-

mine offenders serving 70 percent of their sentence to shorten their incarceration through good behavior.

The change allows them to earn some good time, but they still must serve at least 50 percent of their original sentence.

Another measure allows all inmates eligible for good time, except violent offenders sentenced under Act 1326, to earn extra good time for completing GED education, vo-tech or a substance abuse treatment program.

One act authorizes the Board of Correction to set up rules and regulations to license and monitor halfway houses, while another allows the Post Prison Transfer Board (whose name changed to the Parole Board Aug. 12) to place certain inmates in halfway houses up to a year before their parole-eligibility dates.

Another new law provides electronic monitoring for terminally ill and permanently incapacitated inmates released under Act 290.

This year's legislation also allows the newly-named Parole Board to release inmates early from the Department of Community Correction if they've successfully completed a therapeutic rehabilitation program.

Meanwhile, the state's female inmate population is continuing to soar due, in large part, to methamphetamine and other drug-related convictions.

For the first time ever, the number of women in county jail backup is surpassing the number of men. On July 29, there were 205 women in county jail backup compared to 56 men.

ADC by the Numbers

The following are inmate jurisdictional population numbers over the last decade during the calendar year.

1995	9,382	2000	11,946
1996	9,802	2001	12,183
1997	10,429	2002	12,859
1998	10,831	2003	13,174
1999	11,792	2004	13,470



Graduation Day
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Director's Corner



Larry Norris
ADC Director

Maybe it's because of all the recent talk about Matt Jones, the former Razorback who just signed a five-year contract to play for the Jacksonville Jaguars. Maybe it's because his salary is higher than most of us can count. He'll make \$6.3 million dollars his first year. Personally, I would be happy with just the .3 part.

Maybe it's because football players in general make a lot of money. In 2004, the top

ten quarterbacks earned a total of \$68,310,662. Ten people made that kind of money in one year. It just boggles the mind, and they weren't even the highest paid position. The cornerbacks were. The top ten of them pulled in \$69,379,001. And maybe it's just because salaries have been on my mind a lot lately. Whatever the reason, I did some checking and found that punters are the lowest paid NFL players. Last season, Brad Maynard of the Chicago Bears was the highest paid punter in the league. He made a little more than \$1.9 million dollars for the year.

Do you ever wonder why the quarterback makes so much more money than the punter? I mean both are important. It's obvious what the quarterback does. But the punter is important too. Without his skills, the opposition would always have

great field position. It would be really hard to beat a team who started every first down on your 25 or 30-yard line. Talk about field advantage. But as important as they are, punters are only in the game for a little while. So their chance of getting a career-ending injury is much lower. And they can keep playing long after the battle-worn players have been forced to retire.

When you look at it this way, it makes a lot more sense. The greater the risk, the greater the salary. That's why people get paid more to wash windows on skyscrapers than on Dairy Queens. Why space walkers get bigger paychecks than mall walkers. And why jet pilots earn more than the people who check the tires.

I realize that it might not seem that extreme, but a correctional officer's

exposure to possible harm varies depending upon unit of assignment. Although no post is completely safe, the risk is higher at the Supermax than at the Wrightsville Unit. It's higher at the Maximum Security Unit than next door at the Tucker Unit. And it's higher at Grimes than McPherson, even though they share the same compound.

That's partly why we started using the tier system for salaries. We also know that since resources are limited, we can only afford to put our money where turnover hurts the worst. Around here, more turnover and more risk equal higher pay. Just like on the football field where quarterbacks run from those 350-pound linemen a whole lot more often than punters do.

Legislation calls for pay plan study of jobs at state agencies, boards

Act 1015 of the 85th General Assembly mandates that a pay plan study be conducted by the state Office of Personnel Management and the Bureau of Legislative Research.

According to state Department of Finance & Administration Director Richard Weiss, the study will include, but not be limited to, job evaluations, performance evaluation systems, salary surveys, classification structure,

and the development of a total classification plan which is due to the Arkansas Legislative Council or Joint Budget Committee no later than Oct. 1, 2006.

Weiss said the project is "long overdue and we are excited that we have the opportunity to have the agencies and institutions participate in and be a part of this important study."

The study will cover all classified and unclassified jobs at state agencies, boards and commissions, with the exception of constitutional offices and the judicial branches.

All classified and non-classified, non-faculty jobs at institutions of higher learn will be included in the study.

The first phase of the project - the planning -

has been done by the OPM and the legislative research bureau. The next phase, collection of job data, is scheduled to begin in August 2005.



Ready to build: groundbreaking held for Tucker Max chapel

The Tucker Maximum Security Unit celebrated an historic event when ground was broken June 30 for its chapel.

After an informal lunch attended by about 54 friends and supporters, the group moved onto the west central lawn under temporary tents which provided some relief from the heat. Tucker Maximum Security Unit Warden David White and Director Larry Norris were among those who spoke during the ceremony.

Supporter Renie Rule, of Little Rock, called the chapel "a visible reminder of our mutual love and concern for all employees, fami-

lies, and the inmates who will always be our brothers."

The 50-seat chapel will be named for Frank "Buddy" King who was a Catholic Chaplain at Tucker, an advocate for inmates on Death Row and the first to plan a chapel for the prison. He had agreed to lead a committee to raise the \$225,000 cost of the chapel before his death in 2003 of a heart attack.

Churches of many denominations donated part of the cost.

Don Yancey, then administrator of religious services for ADC, said about 25 percent of inmates attend some kind of service on Sunday,



Above: ADC Director Larry Norris commends supporters for their dedication to the chapel project.

comparable to the 20 to 40 percent of people estimated nation.

Members of 10 area churches and the Islamic Center in Little Rock conduct about 30 services a month at the prison, said Chaplain

Patrick McCown. "Average attendance is about 25, and musical groups are the most popular."

The chapel is scheduled to be finished in the fall of 2006.



Left: Warden David White welcomes guests to the ceremony.



Right: Renie Rule of Little Rock talked about the chapel's importance.



Left: Father Lou Franz closed the ceremony with a blessing.



Above: Dignitaries dig into the dirt on the site of the planned Frank King Chapel at the Maximum Security Unit at Tucker during the building's June 30 groundbreaking ceremony.

Open house at DCC's Omega Technical Parole Violator Center held July 22

The Department of Community Correction held an open house July 22 to showcase its new Omega Technical Violator Center in Malvern.

The center actually opened March 7 and was completed with inmate la-

bor from the Ouachita River Correctional Unit.

Technical parole violators that had been housed at ADC units have been moved into the new building, helping to free up space. The new facility can hold up to 300.



Above: The Department of Community Corrections' Omega Technical Parole Violator Center, which was built with ADC inmate labor, is helping to ease prison overcrowding.

Training Days: getting ready mentally, physically during BCOT

Six weeks. In that time, aspiring correctional officers go through 240 hours of pre-service training. Beyond that, they form bonds with fellow cadets and build themselves both mentally and physically for the job ahead.

Basic knowledge of ADC policy and procedures and teamwork are two of the major things instructors work to instill.

"We try to give them the basics to prepare them to be the best correctional officers they can be," said Training Supervisor Mark Norris. "We want

them to be a family—a team. They have to watch each other's backs."

They wear the ADC correctional officers' uniforms while in training except for the week that they work on defensive tactics.

Dressed in dark blue shirts and shorts, they spend hours working on techniques to protect themselves and quell violent situations within the guidelines of ADC policy and state and federal laws.

Some never make it through the training for various reasons.



Training Instructor James Newby talks to cadets about some of the situations they might encounter as correctional officers in the units.

Some fail to disclose the fact that they have family or acquaintances in prison. Others decide the job isn't for

them or fail to qualify in shooting firearms.

However, each year, many successfully come through the academy and go

on to work as correctional officers.

In fiscal year 2004, 24 BCOT classes were held with 850 students.



Left: Cadets (freshman and juniors) wear yellow shoulder boards on the epaulettes of their uniform. "Seniors" wear red ones as graduation nears.

Below: Plaques from previous BCOT classes line the academy walls.



Above: Training Instructor Josh Wegner watches as cadets Miguel Casarez, center, and Kenny Whaley Jr. practice defensive tactics.

Right: Training Instructor Josh Wegner demonstrates some defensive techniques.

ADC Training Academy trivia: How well do you know the TA?

1. What is the area called which features plaques of previous graduating classes?
2. Before the academy moved to Tucker, where was it located?
3. Complete the academy's Mis-

sion Statement:
"To instill knowledge and confidence to employees during pre-service and in-service training, providing them with a solid foundation to build a _____ in the Arkansas Department of

- Correction.
4. Who is the current administrator of the Training Academy?
 5. Who was the first administrator?

- Answers:
1. Wall of Fame
 2. In the Barnes School complex on Princeton Pike in Pine Bluff
 3. Career
 4. Richard Guy
 5. Willis Sargent

Graduation Day: new correctional officers honored, sworn in

Graduation day is special for each cadet who completes the arduous training at ADC's Training Academy. For friends and family members, it's a special day too.

On July 15, BCOT Class 2005-L graduated from the academy in Tucker.

The class consists of men and women of various ages and backgrounds who have made a commitment to honor and integrity in public service.

BCOT 2005-L class member Kenny Whaley Jr. said one thing that the academy has taught him is teamwork.

"We all stuck together and supported each other," said Whaley, who has been assigned to the Grimes Unit.

Class Leader Barry Greenlee said the class of 24 will all be top officers.

"They've all grown in six weeks," he said.

In addition to being sworn in as correctional officers, some class members were honored for accomplishments in academics, skill and fitness.

We welcome these new officers and those who graduated on July 1 and on July 29 in BCOT classes 2005-K and 2005 M.



Left: BCOT Class 2005-L Leader Barry Greenlee prepares to lead fellow cadets into the graduation ceremony.

Below: The BCOT Class 2005-L plaque.



Left: BCOT Class 2005-L Speaker Amber Bland, shown marching into the ceremony, told her classmates that "we are leaving here with friends and memories we will never forget."



Above: BCOT Class 2005-L members huddle after graduation and wish each other well in their new job assignments.

BCOT Class 2005-L graduation speech excerpts

"We as a team have worked very hard to make it to this point of graduation. We started out with 40 and today we stand 24 strong. We think the important thing is quality not quantity. We started out as strangers and closed minded to the many different walks of life that we would encounter but now we are leaving here with friends and memories that we will never forget. We are leaving here with more understanding....."

"We don't only have each other to thank for this, we also have our instructors, the staff, and last but not least, "The Tree of Knowledge" to thank.

...as words of encouragement to my classmates, keep your head up and your minds focused on the plan. Remember, if we came together as a team despite everything, we can accomplish anything."

2005-L Class Speaker
Amber Bland

Ruff & Reddy

Don't let the cuteness of bloodhounds Ruff and Reddy, below, fool you. The puppies, two months old in this photo taken at NCU's kennel, are learning how to track escapees and fugitives. You can bet their targets won't find them so cute. The dogs will also help find people who are lost.



Diagnostic Unit recognizes security officers for perfect attendance



Left: Christopher Brown, left, and Keith Williams, right, are two of the recipients of certificates recognizing perfect attendance for six consecutive months.

The Diagnostic Unit has started a new attendance program in recognition of security staff members who demonstrate reliability, dependability and good health by showing up every day and not once calling in sick for six months.

Honorees receive a certificate and ADC-wide recognition for a job well done. Assistant Warden John Lowe, who wants to continue to encourage and improve staff retention generated the attendance program.

"This attendance recognition is also a way of saying

we appreciate those team members," he said.

Good attendance is the first necessary step toward achieving anything, Lowe said. It's important for everyone's personal accomplishments and as a team member, he explained.

"It is necessary to the team that depends on you to do your part," Lowe said.

The award is for security staff and will be given each month to the deserving employees.

Further expansion of the program will include non-security administrative staff.

Attendance Honorees

Gregory Bell	Jennifer Freeman	James Palmer
Patricia Billings	Donna Isom	Joyce Plummer
Christopher Brown	Kevin Lampkin	Kenneth Thompson
Ruby Evans	Derric Neal	Terrance Weaver
Benjamin Ferrell	Melanie Neal	Keith Williams

Mental Health Building open at McPherson Unit in Newport

The addition of the Mental Health building to the McPherson Unit is a positive step in dealing with the mental health problems associated with the female inmate population.

The building has space for more mental health staff as well as the areas for confidential counseling and group meetings.

The building was completed on July 6. The first group meeting for Pre-Release was held in the new building on July 21. Since that time, regular

scheduled groups and counseling with inmates have been conducted daily.

The building rooms are Pre-Release, Anger Management, and Parenting. The building also has eight offices for staff and inmate counseling, a records room, a storage closed, two staff bathrooms, an inmate bathroom, and a utility room. Security in the building includes hallway cameras, alarms on the outside doors and windows.

Department Briefs



Left: ADC HR Administrator and U.S. Deputy Warden's Association officer Kevin Murphy recently presented Jimmy Banks, right, with the Outstanding Deputy Warden of the Year award.

During the July 2005 Deputy Warden's conference in Madison, Wisconsin, Warden Jimmy Banks, former assistant warden at EARU, was presented with an award for "Outstanding Deputy Warden of the Year."

The plaque reads as follows:

"United States Deputy Warden Association Member Recognition Award is presented to JIMMY BANKS in recognition of your achievements as the Outstanding Deputy Warden of the Year. Awarded this 14th day of July, 2005."

Banks was also elected

president of the Deputy Warden's Association.

Banks is warden at the North Central Unit.

Basic Correctional Officer Training Class 2005-K began on May 23 with 50 students and 39 graduated on July 1. **BCOT Class 2005-L** began June 6 with 40 cadets and 24 graduated on July 15.

BCOT Class 2005-M began June 20 with 50 cadets and 37 graduated on July 29.

Congratulations!

Congratulations also go to **Shannon Hill** who recently graduated from the Law Enforcement Sniper Class con-

ducted at the Jackson County Sheriff's Training Department. Hill, of the Grimes Unit, represented the Newport Complex, North Central Unit, and East Arkansas Regional Unit Emergency Response Teams as a sniper.

The class was 83 hours long and extremely difficult. Only four statewide law enforcement and correctional officers qualified out of 17.

Hill's "dedication and ability to complete and qualify as a sniper is a very honored accomplishment," said Warden John Maples. "The Newport Complex and Agency are very proud of you."

NCU employee appreciation & awards picnic held July 7

The North Central Unit held its Employee Appreciation/Awards Picnic July 7 in Warden Jimmy Banks' front yard.

Special guests included Larry May, Benny Magness and NCU retirees, Roy Teal and Martha May.

Awards went to the following:
Warren Sanders – Supervisor of the Year
Noel Baldrige – Employee of the Year

David Smithson – Correctional Officer of the Year
Kevin Berry – Correctional Supervisor of the Year

Tenure certificates were given to the following:

Three Years: Warren Sanders, Robbie Mabry, Kenneth Williams, Douglas Reeves, Richard Munson

Five Years: Clarence Adams, Brian Donovan, Brent Brewer, John Rowland, Terry Fulfer, David Foster, Russell McFarren, Julia Grillion, William Wright, Charlotte Scull

Ten Years James Sikes, Mark Brewer, Danny Blankenship



Ten Year ERT: Curtis Meinzer, Dustan Foret, Jeff Cooper, David Brewer

Fifteen Years: Jessie Kemp, Gary Poland, Lance Whiteaker, Mike Barger, Marvin Baird, Elmer Bolia, Jeff Cooper, Jeff Sanders, Steve Wheeler, Janice Wilhelm, David Yancey, Kevin Berry

Twenty Year: Robert Cook

Right: NCU employees enjoy a picnic in Warden Jimmy Banks' yard.



Get your motorcycle in gear: group seeking more riders

Employees from various ADC Units got together July 9 for a day of motorcycle riding and fellowship.

Clay Sides, Wade Hall, David White, Mike Lowe and Harold Lewis met at the Jefferson County Jail/Correctional Facility parking lot and headed out. Lewis' daughter also rode along.

The group rode to Hot Springs and had lunch at McClard's BBQ and later cruised to the top of West Mountain.

The group's next meeting was

Aug. 6. This time about 14 riders met up at the Western Sizzlin restaurant at Hwys. 65 and 70 in Pine Bluff.

"We are looking forward to more of these rides and expect to see many more riders join us in the future," said Sides, who works as a training instructor at the Pine Bluff Complex.

Any ADC employee who rides a motorcycle and would like more information about upcoming rides should contact clay.sides@arkansas.gov.



Above: ADC staff members Clay Sides, Wade Hall, Harold Lewis, David White and Mike Lowe recently got together to ride motorcycles.

EARU shows support, appreciation on Thresa Puckett Day

The East Arkansas Regional Unit family recently came together for a very special occasion: Thresa Puckett Day. The gathering was held to show support and appreciation for one of its own.

Puckett, a field sergeant at the East Arkansas Unit, began battling cancer in 2004.

To show support, the unit held a potluck luncheon and gave her a gift basket, a bouquet of flowers, a picture of the horse she rode in the field and a monetary gift of \$700.

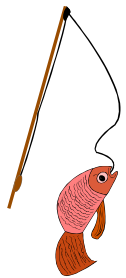
Stephanie Glasscock, a representative of the Correctional Peace Officers Foundation, was present and presented Puckett with a donation of \$300. Altogether, she received a total of \$1,000.

EARU staff members really went



Left: Thresa Puckett, far right, smiles as staff at the East Arkansas Regional Unit show their support and appreciation for her during Thresa Puckett Day on July 8. Below: A gift basket and a photo of the horse she rode in the field were among the gifts Puckett received.

all out for the day, said Correctional Counselor/Program Leader Essie Clay. "Thresa Puckett Day was wonderful," she said. "We hung a banner that said 'This is your Day, Thresa Puckett with balloons. It was great and she really was appreciative.'"



Third annual Newport Complex fishing derby delights all ages

The Newport Complex held its third annual fishing derby for employees and their children on June 18.

The event kicked off at 8 a.m. and included games, food, fun and prizes. About 70 children of Newport Complex staff participated in the derby.



Right: Assistant Warden Danny Burl with one of the young fishermen.

Prizes were given away for "Biggest Fish" "Most Fish Caught" and "Smallest Fish". The kids also enjoyed hayrides, four wheeler rides, visor decorating, face painting and all the ice cream they could eat. Lunch was provided for everyone in attendance, which included barbeque and all the trimmings, along with hamburgers and hotdogs, drinks and chips. ADCEE (ADC) the Clown (Sherri McEwen, Newport Complex ACA Manager) made an appearance to the delight and enjoyment of all the children.



Right: Cpl. Tenisha Grady, of the Grimes Unit, gets ready to take a group on a hayride.

Wiscaver retires



Kenny Wiscaver, right, is congratulated by Delta Regional Unit Warden Mark Cashion upon his retirement after 12 years with the Arkansas Department of Correction. Wiscaver worked as the Delta unit's human resources manager for 10 years.

It was his second career after spending 17 years in the banking business.

The Monticello native says he plans to spend time fishing and enjoying the company of his grandson.

Health Matters

Life-saving learning



Left: Certified Nursing Assistant Carla Frazier, right, watches as Jana French, an RN and Director of Nursing at the Tucker Unit, practices CPR techniques during a Health Provider CPR Renewal Class. The training was held July 28 at Central Office for CMS staff members. Frazier also works at Tucker.

Ten keys to successful aging



Let's face it. We're getting older. By 2025, 1 in 4 Arkansans will be age 65 and above.

While aging is a fact of life, it's the choices we make as we age that can determine our health.

These choices help decide whether we can maintain an active, independent lifestyle in our later years.

It's never too late, and we are never too old (or too young) to change the choices we make.

Consider these 10 ways to prevent pre-mature aging:

- Wear sunscreen
- Stop smoking, chewing tobacco or using snuff
- Get a full night's sleep
- Drink plenty of water
- Be physically active
- Eat healthy
- Manage your weight
- Reduce stress
- Decrease the amount of alcohol you drink
- Be socially active

Source: www.healthyarkansas.gov

Tired of excuses? Start your exercise program now



You've come up with all kinds of excuses: It's too hot. I don't have time. I'm too tired.

If you want to stop making excuses and get your exercise routine started, here's how.

Be sure to wear comfortable clothes and shoes. Don't rush into it. Start slowly and gradually build up to 30 minutes of activity

on most or all days of the week (or whatever your doctor recommends.) If you don't have 30 minutes, try two 15 minutes sessions.

Exercise at the same time of day so it becomes a regular part of your lifestyle.

Drink a cup of water before, during and after exercise (but check with your doctor because some people need to limit their fluid intake.)

Ask family and friends to join you. You'll be more likely to stick with it.

Use variety to keep your interest up. For example, you might walk one day, swim the next time, then go for a bike ride on the week-

end.

Consider joining an exercise group, health club or YMCA. (Get your doctor's permission first.)

Look for chances to be more active during the day. Walk in the mall before shopping, take the stairs instead of the elevator, or take 10-15 minute walk break while watching TV or sitting for some other activity.

Don't get discouraged if you stop for awhile. Get started again gradually and work up to your old pace.

Source: University of Arkansas, Division of Agriculture, Cooperative Extension Service

"My motto was always to keep swinging. Whether I was in a slump or feeling badly or having trouble off the field, the only thing to do was keep swinging." - Hank Aaron

Cummins Farm sweet corn journeys from field to 'market'

The fields planted with sweet corn at the Cummins Farm have produced a bumper crop.

"This is the biggest harvest we've had and some of the highest quality of corn we've had over the last five years," Farm Manager for Food Production Joe White said.

Different varieties are planted weeks apart to provide enough to supply all the units and to help make it easier to harvest.

"We produce enough corn to last all year long," White said.

On average, the vegetable processing plant at Varner handles about 100,000 pounds of corn a day during harvest time.

Last year, more than 2.3 million pounds of corn was sent to the units. When there's a surplus, it can be sold to ADC staff.

In addition, to being able to buy bags of sweet corn recently, employees were able to buy freshly-picked purple hull peas.



Above: ADC staff member Tina Owens collects payment from ADC employee Barbara Lloyd for surplus sweet corn sold at the Administrative East Annex Building.



Below: Inmates load corn for customers at the Administrative East Annex Building during a surplus sale.



The Harvest

Inmates harvest the sweet, juicy ears of corn by hand, bag them and load them onto a trailer to be weighed. At left, the corn is run through a machine that removes the husks. It's packaged and stored in freezers for later shipment to units. Or, fresh corn is picked up in bags like the load which Lt. Brian Newton, at right, took to the Newport Complex.



Did you know?

- Corn on the cob and canned corn that you buy in the store are sweet corn. It contains more sugar than other corn and is harvested when the plant is still immature and the kernels still soft.
- Corn is an annual plant of the grass family. Its scientific name is *Zea mays*.
- Dry sweet corn kernels can be taken off the cob and cooked with popcorn. It doesn't pop like popcorn but expands to about double the original kernel size to become corn nuts.
- The United States ranks number one worldwide in corn production.

Leading the way: Six ADC officers earn rank of major

Vince Lombardi once said that "leaders aren't born they are made. And, they are made just like anything else, through hard work."

On July 5, six dedicated and hardworking correctional officers received their major pins during a ceremony at Central Office.

The officers, men and women with varying years of experience, represent the future of ADC, said Director Larry Norris.

Norris congratulated the officers and wished them well in their new assignments as chiefs of security at units across ADC.



Above: Newly pinned majors in front row from left to right are: Judy Taylor, of Ouachita River; Aundrea Weekly, of JCJ/CF; Ronnie Adams, of Ouachita River; Jesse Davis, of Varner; Larry Hicks, of Wrightsville and Curtis Meinzer, of NCU.

In back row: Assistant to the Director Stephen Williams, Staff Attorney Robert DeGostin, Compliance Attorney Mark Colbert, Assistant Director Sheila Sharp, Director Larry Norris, Chief Deputy Director Ray Hobbs, Assistant Director Ronnie Dobbs and Deputy Director Larry May.

Thankful Feast



Left: Staff members from Central Office and Admin. East enjoyed a tasty buffet prepared by ADC employee Mary Owens to celebrate mothers and fathers. Buttermilk pies were among the many delicious desserts.

"Victory is won not in miles but in inches. Win a little now, hold your ground, and later, win a little more." -Louis L'Amour

Dewey in the Delta



Above: Librarian Administrator Dennice Alexander, far left, teaches Delta Regional Unit staff members about the Dewey Decimal System which they will use to organize and find books in the unit's library. Seated clockwise from left to right are: Oscar Greene, Lt. Bobby Washington, Capt. Jack Lewis, Lt. Johnny Washington and Capt. Fred Walls.



Governor's Service Awards June 2005

30 Years

Harry D. Rhodes Jr., Grimes Correctional Facility

20 Years

Robert A. Cook, North Central Unit
Willie L. Murry, Varner Unit

10 Years

Laurel D. Hooks, Wrightsville Boot Camp
Jesse M. Davis, Cummins Unit

Retirement

Robert R. Long, Cummins Unit
Carolyn D. Hill, Delta Unit
Kenny W. Wiscaver, Delta Unit

Congratulations!
Your years of service are appreciated.

ADC Promotions and New Hires— June

Promotions

6/05/05	Mary Tarlton	Executive Secretary – Cummins
6/06/05	Maxcie Foote	Lieutenant– Wrightsville
6/06/05	Toby Hill	Lieutenant– Varner
6/06/05	Judy Taylor	Major – Ouachita
6/15/05	Christopher Riley	Lieutenant – McPherson
6/16/05	Curtis Meinzer	Major – North Central
6/19/05	Joyce Gooley	Sergeant – Maximum Security
6/19/05	Charles Wilkerson	Senior Programmer/Analyst – Information Technologies
6/20/05	Thomas Hubanks	Construction Supervisor II – Construction
6/27/05	Eddie Selvey	Captain– NCU

New Hires

6/06/05	Phillip Cargill	Disciplinary Hearing Officer – Grimes
6/06/05	Kristina Heflin	Accounting Tech I – Accounting
6/07/05	Amber Lanes	Clerical Assistant – EARU
6/10/05	Nancy Almanza	Secretary I – Cummins
6/13/05	Sharon Peyton	Document Examiner I – Diagnostic
6/13/05	Lois Williams	Secretary I – Farm
6/20/05	Rodger Stewart	Construction/Maintenance Supervisor I – Diagnostic
6/20/05	Diana Jones	Food Production Manage I – Wrightsville
6/20/05	Joye McCown	Secretary I – Training Academy
6/20/05	Debra Smedlund	Document Examiner – Delta
6/20/05	Kevin Pruitt	Training Representative – Training Academy
6/23/05	Tammy Wilson	Document Examiner I – McPherson
6/29/05	Sandra Williams	Document Examiner I – Human Resource
6/29/05	Raymond Naylor	Internal Affairs Investigator – Central Office

ADC TRAINING

AUGUST TRAINING SCHEDULE

Date	Title	Time	Length	Location
2	21 Irrefutable Laws of Leadership	8 a.m.	4 hrs.	TA
2	Violence in the Workplace	9 a.m.	6 hrs.	LR (Inter-Agency)
2-3	Introduction to Computers	8:30 a.m.	14 hrs.	LR
3	The Seven C's of Leadership	8 a.m.	4 hrs.	TA
4	Race Relations & Cultural Diversity	8 a.m.	4 hrs.	HR
5	Performance Evaluation	8 a.m.	4 hrs.	TA
5	Structured Interviewing	8 a.m.	4 hrs.	HR
5	Interpersonal Communication	9 a.m.	6 hrs.	LR
5	Intro. to Computers & Basic Internet	8 a.m.	4 hrs.	HR
8-12	New Riders Class	8 a.m.	8 hrs.	Cummins/Varner
9	Inmate Profiles	8 a.m.	4 hrs.	TA
10-11	Introduction to Management	8 a.m.	16 hrs.	TA
11	Fair Labor Standards Act	8 a.m.	4 hrs.	HR
11-12	The Human Element	8:30 a.m.	14 hrs.	LR (Inter-Agency)
12	Microsoft Outlook	8 a.m.	4 hrs.	HR Lab
12	Grievance Prevention & Handling	9 a.m.	6 hrs.	LR (Inter-Agency)
12	Verbal Fitness for Law Enforcement	9 a.m.	6 hrs.	Texarkana Police Dept.
15	Gangs/Security Threat Groups	8 a.m.	4 hrs.	TA
15-19	Supervisor Safety CLIP Certification	8 a.m.	40 hrs.	TA
16	Inmate Grievances	8 a.m.	4 hrs.	HR
16-17	Transition to Supervisor	8 a.m.	16 hrs.	TA
17	Grievance Prevention & Handling	8 a.m.	16 hrs.	HR
18	*Advanced Interpersonal Communication	8 a.m.	8 hrs.	TA
18-19	Positive Mental Attitude	8 a.m.	16 hrs.	TA
19	Survival Spanish	8 a.m.	8 hrs.	HR
22	Microsoft Excel	8 a.m.	4 hrs.	HR Lab
22-23	**Basic Digital Photography	8:30 a.m.	14 hrs.	LR
22-26	Emergency Response Team Basic Training	8 a.m.	40 hrs.	TA
22-26	Office Management Certification	8 a.m.	40 hrs.	TA
23	Structured Interviewing	9 a.m.	6 hrs.	LR (Inter-Agency)
23-26	Seven Habits of Highly Effective People	8 a.m.	36 hrs.	HR
25-26	Using Microsoft Word	8:30 a.m.	14 hrs.	CJI

- *Prerequisite: Completion of Interpersonal Communication
- ** Students need to bring digital camera and tripod

OPEN ENROLLMENT

Internet-Based e-Learning Classes.

Classes provided by National Institute of Corrections

Contact your unit trainer for information

The following open enrollment, Inter-Agency classes vary in length:

Who Moved My Cheese (Little Rock)

Emotional Intelligence

FISH

Dealing with Difficult People

Give 'Em the Pickle

Defensive Driving

Train the Trainer

CPR

Presenting Testimony



Career news to use



SEARK College schedules registration for fall classes at Diagnostic, Varner units

SEARK College has scheduled Fall 2005 College Class registration on the following dates:

Varner Unit-August 15, 2005- 1:00-3:00 p.m.

Diagnostic Unit-August 16, 2005- 1:00-3:00 p.m.

Classes being offered at the Varner Unit are:

Principles of Biology
Learning to Learn
Basic English
English Comp I
English Comp II
English Lit I
Personal Health & Safety
Western Civilization II
Elementary Algebra
Intermediate Algebra
College Algebra
Ethics
Developmental Reading

Classes being offered at the Diagnostic Unit are:

Basic English
English Comp I
Elementary Algebra
Intermediate Algebra
Developmental Reading
Ethics

SEARK College is continuing to waive the tuition fee. Your cost is \$5 paid at time of registration and you may purchase your textbooks from the bookstore at SEARK College.

If you have any questions, please call Linda Shepherd, Volunteer Services Coordinator, at 870-267-6314 or Bob Swindler, SEARK Off-Campus Coordinator, at 870-222-2030.

ADC CALENDAR



August 2005

7 Friendship Day
Prepare for the new school year



September 2005

5 Labor Day
22 First Day of Autumn
11 Grandparents' Day
11-14 National Major Gang Task Force Conference, Little Rock



October 2005

10 Columbus Day
30 Daylight Saving Time Ends
31 Halloween

ADC Advocate Employee Newsletter

ADC Mission Statement

- *To provide public service by carrying out the mandates of the courts.*
- *To provide a safe humane environment for staff and inmates.*
- *To provide programs to strengthen the work ethic.*
- *To provide opportunities for spiritual, mental and physical growth.*



The *ADC Advocate* newsletter is published monthly by the Public Information Office for employees of the Arkansas Department of Correction. The publication strives to enhance communication and provide information on the development and achievements of this agency.

All employees are encouraged to submit articles, comments, ideas, letters and questions. The deadline for submission is tentatively set for the 15th of each month for inclusion in that month's publication.

Please be aware that all submitted items will be subject to editing. However, every effort will be made to maintain the writer's essential meaning.

In addition, statements contained in the *ADC Advocate* are the personal views of the authors and do not necessarily represent the opinion or policies of the Arkansas Department of Correction.

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